

# Imtech Group – Gender Pay Gap Report – 2017-18

## Introduction

We are a technical services provider delivering for clients across the UK and Ireland. We specialise in contracting on large-scale mechanical and electrical engineering projects in construction, technical facilities management and systems integration.

Employing approximately 2,050 people in March 2018 across six separate operating business units, less than 15% of these employees were female.

We are required to report on any companies in our Group with more than 250 employees. We also recognise that if the exercise is to have value we must implement action across the entire business. As with last year's reporting we have therefore decided to go further than the requirement and have reported the same data for our entire Group across the UK & Ireland where we operate, covering all of our employees.

The relatively low number of women in our business overall and the lack of representation in our senior management levels continues to be a significant challenge. This lack of representation at all levels is the main driver of our pay gap reporting results.

We remain determined to tackle the under-representation of women from the most senior management roles to new entrants at apprentice and graduate levels. These issues are shared across our industry and we look forward also to working with other companies, those in education and Government to tackle the challenge.

## Gender Pay Gap Reporting Results

Within the Imtech Group, we have two companies that it is mandatory for us to report on, having more than 250 employees in the UK. However, the activities we put in place to try and address this issue will apply to all our operating units, not just those units on which we have a legal responsibility to report.

	Imtech Engineering Services Central Ltd		Imtech Inviron Ltd		Imtech Group (UK & Ireland)	
Number of Full Pay Equivalent employees	Total 308 Male 265:Female 43		Total 450 Male 373:Female 77		Total 2,033 Male 1,787:Female 246	
Mean Gender Pay Gap	33.5%		24.7%		28.2%	
Median Gender Pay Gap	38.9%		27.2%		33.7%	
Mean Bonus Gender Pay Gap	82.5%		44.9%		75.0%	
Median Bonus Gender Pay Gap	55.0%		6.4%		62.5%	
Proportion of men receiving a bonus	45.3%		5.6%		26.2%	
Proportion of women receiving a bonus	93.0%		9.9%		44.9%	
Proportion of Men / Women by Quartile	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Quartile 1 (lower)	67.5%	32.5%	58.9%	41.1%	71.5%	28.5%
Quartile 2	87.0%	13.0%	85.8%	14.2%	90.2%	9.8%
Quartile 3	93.5%	6.5%	94.7%	5.3%	95.9%	4.1%
Quartile 4 (higher)	96.1%	3.9%	92.0%	8.0%	94.1%	5.9%

The overall factor driving these results continues to be a significant under-representation of women across the entire business and particularly at a senior level. The overwhelming majority of our total work force is male. The over-representation of men increases with seniority across the group, leading inexorably to highest salaries and bonuses being paid to men.

The issue is not to do with pay equality – we pay the same for the same work, regardless of gender - but the structural issue of under-representation creates differentiation at all levels of the organisation.

Largely male workforces and disproportionately male management layers are not unique to our business but are endemic in the industry. However, we intend to continue the work that commenced after last year's report was compiled - working to create better experience and opportunities for our female colleagues.

### **Challenging the under-representation and improving Reported Gender Pay**

We continue to believe that long term success and fundamental change will be reflected in a significant increase in representation of women at all levels of our business and a subsequent reduction in all aspects of our Gender Pay Gap.

Following the initial gender pay gap reporting published last year we committed to focussing on four areas:

- **Open and honest engagement with our staff on the issue, with a particular focus on all female employees;**
- **Providing clear 'female' leadership voice;**
- **Broadening the gender base of new entrants;**
- **Investing in industry initiatives, inside and outside of our sector.**

Since then, we have made progress against each of these areas of focus.

### **Open and honest engagement and providing clear 'female' leadership voice**

Following the publication of Imtech's 2016-17 Gender Pay Gap report in 2018, we held 20 "Women in Imtech" listening sessions. All of the women in Imtech were invited and over 140 were able to attend an event.

A number of themes emerged from the sessions. Attendees also identified priority actions which in their view would support women already in our business and help to encourage more women into the business. We have created a representative working group to develop a clear and measurable set of actions to move these themes and priorities on.

We have also appointed a main Board member as a "sponsor" for these activities to ensure that they get the appropriate focus throughout the Group, as well as well as sponsors in the individual business units.

### **Broadening the gender base of new entrants**

It is important that we build a business that will attract more women and invest in their long-term careers with us. We remain focussed on two key groups – attracting new female graduates and female apprentices.

## Investing in industry initiatives

As part of our objective to challenge the under-representation of women in the construction industry we are sponsors of Construction News Inspire Me campaign.

We are also establishing strong links with EDF Energy's Women's Network, and we hope to work with EDF in support of their initiatives relating to links with schools and universities and STEM Ambassadors

As we identified last year, addressing the under-representation of women in our business remains a difficult long-term problem. Success will be demonstrated by the work force of Imtech and across our industry sectors better reflecting that of society as a whole. We continue to believe that in achieving that significant shift, we will have a better, more balanced organisation, with reduced gender pay differentials and a much more gender diverse workforce.